

## **Leadership In a Matrix Organisation** **With Sarah Schubert & Skye Abernethy**

People are integral to any organisation and we know there are some people who are more integral than others. How do you become integral? How do you build credibility with the internal stakeholders? How do you become known for the right reasons? How do you navigate difficult situations and maintain your integrity and professionalism?

These are questions we often ask ourselves and have other people ask us. It starts with knowing your buzz – are you the ideas person or the people person? Then you need to identify your key stakeholders, those people who can help or hinder your projects or your own career progression. You need to create a communication strategy and build effective relationships to ensure success.

You need to think strategically in different situations and apply the right communication tool for the specific stakeholder. Understanding the concepts of New Voice's 360 Communication Strategy and Seldman and Brandon's Political Style Strengths can be helpful to navigate these murky waters.

### **Objectives:**

1. Identify key stakeholders you need to work with and influence
2. Consider the influence styles prevalent in your organisation and which style is your strength
3. Know how you can build your credibility and impact within the organisation and with your stakeholders
4. Develop an Elevator Pitch to present an idea with confidence and conviction
5. Appreciate the Communication Model, especially skilful enquiry and reflective listening
6. Create a list of questions and responses to use in different Manager Conversations
7. Practice assertive communication and skilful enquiry

### **Focus:**

#### *Work Environment*

- Map key stakeholders
- Understand the Corporate environment and how to make the best impact
- Boost your credibility and ability to influence

#### *Communication*

- Skillful enquiry & Reflective Listening
- Develop a communication strategy that works with all stakeholders
- Practice problem solving techniques

#### *Action Planning*

- Develop an action plan to transition learning
- Identify 3 areas for improvement and ongoing coaching

This workshop is aimed at middle Managers and individual contributors with at least 5 years work experience. A workshop for a more senior audience, includes more focus on lobbying, building strategic support for projects and initiatives and influential techniques.